

# Geovanni Kilback

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## SUMMARY

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Experienced HR Manager with 9+ years focusing on Finance. Known for delivery.

## EXPERIENCE

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### People Operations Manager — Pfeffer, Ledner and Schmeler (2019 - 2021)

- Led recruitment for 193 roles across EMEA/US, reducing time-to-hire by 12%.
- Rolled out benefits and L&D programs that increased retention in key teams by 19%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 12 points.

### Talent Acquisition Manager — O'Connell, Keebler and Murphy (2019 - 2023)

- Led recruitment for 186 roles across EMEA/US, reducing time-to-hire by 26%.
- Implemented a performance review program which improved engagement scores by 18 points.

### Talent Acquisition Manager — Bergnaum - Windler (2015 - 2017)

- Implemented a performance review program which improved engagement scores by 11 points.
- Led recruitment for 181 roles across EMEA/US, reducing time-to-hire by 21%.
- Managed complex employee relations issues and maintained compliance with local employment law.

### HR Manager — Weber Inc (2021 - 2025)

- Rolled out benefits and L&D programs that increased retention in key teams by 10%.
- Managed complex employee relations issues and maintained compliance with local employment law.

## SKILLS

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### Talent

Onboarding • Sourcing • Employer Branding • Recruitment

### Operations

Benefits Administration • Payroll Coordination • HRIS (Workday/BambooHR)

### People Practices

Performance Management • L&D

### Compliance

Employment Law • Diversity & Inclusion • GDPR • Workplace Investigations

## EDUCATION

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MSc Human Resource Management, Pfeffer, Cremin and Leannon College (2018)

## CERTIFICATIONS

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- PHR